

CoP 5 Questionnaire – Multilevel Governance (MLG)

THE CASE OF YOUTH EMPLOYMENT SERVICES

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Country: Uganda

CoP 5 member/s: D. Opio, Benjamin, L. Egulu

FUNCTION	ACTORS		
	RESPONSIBLE	CONSULTED	PROVIDER
Collecting labour market information at local level and national level	Uganda Bureau of Statistics (UBOS) Ministry of Gender, labour and Social Development (MGLSD)	Federation of Uganda Employers National Organization of Trade Unions Private Sector Education Institutions	Local governments, including Districts
Translating the labour market information into local policy and measures	Uganda Bureau of Statistics Ministry of Gender, labour and Social Development	Federation of Uganda Employers National Organization of Trade Unions Private Sector	Ministry of Education and Sports Education Institutions
Accessing informal employment trends	Uganda Bureau of Statistics	Local governments	
Reducing the skills mismatch	Ministry of Gender, Labour and Social Development	Federation of Uganda Employers National Organization of Trade Unions Ministry of Education and Sports Education Institutions	National Council for Higher Education Private Sector

Devising complementary employment services in one or more job centres	Ministry of Gender, Labour and Social Development	Ministry of Finance, Planning and Economic Development Federation of Uganda Employers National Organization of Trade Unions Private Sector	Local governments
Better and harmonised employment services turned to specific population groups	Ministry of Gender, Labour and Social Development	Ministry of Finance, Planning and Economic Development	
Other (Relevant in specific country): _____			

ACTING ON MLG- REVIEW, MAP, ANTICIPATE, BUILD CAPACITY.....

1. STRENGTHS AND GAPS

STRENGTHS AND GAPS	YES	NO	COMMENTS
1. Are all functions in the employment services field matched with actors/institutions?			Yes and no. The evolving nature of PES call for an interplay between the public and private sectors, hence the need for more synergies between them, especially given the limited funding that

			government allocates to this function
2. Is intelligence of skills and occupational profiles accessible to all actors/institutions? If yes, how are they being made available?		X	This is condiered a technical field of knowledge, hence it remains exclusively in the hands of a few, like UBOS and experts in universities and research insitutions. Not even MGLSD officers are well equipped with this knowledge
3. Is the expertise of the employment services actors continously developed? If yes, describe measures that existit			Opportunitie permitting, the use of the ILO/ITC (Turin) and African Regional Labour Administration Center) are made use of. Other adhoc programs are offered by the ILO

2. REVIEW EXISTING FUNCTIONS AND MAP ASSOCIATED ACTORS

NAME OF POLICY:	National Employment Policy is the main policy through which employment matters are handled. Below are details related to it.
	COMMENT
1. What main function in a given policy area?	<p>1. Advocate for creation of employment opportunities and improving employer/employee relationships in the public and private sector.</p> <p>2. Coordinate the promotion of improved employer/employee relations and labour productivity in accordance with the employment laws in the public and private sectors.</p> <p>3. Promote, protect and advance good working relations between employers and employees.</p>

	<p>4. Advise on the development and sustainability of a functional labour market system for the country.</p> <p>5. Advise on development of a relevant curriculum for training institutions in the country based on the skills required by the employers in the labour market.</p> <p>6. Coordinate policy development aimed at protection and promotion of employment opportunities for all in both the public and private sectors.</p> <p>7. Resolve complicated disputes that have arisen between Employees or Employers organizations on the one hand, Employers, Workers Committees or Trade Union, on the other hand and shall take reasonable steps as may be considered reasonable to expedite the regulation or settlement of matters of mutual interest to such persons or bodies.</p> <p>8. Conduct regular quarterly meetings on employment related matters and submit reports to the Permanent Secretary MGLSD (Chairperson of the Committee).</p>
<p>2. Please describe roles and responsibilities of involved actors?</p>	<p>The Ministry responsible for Labour shall spearhead the implementation of the policy in collaboration with other ministries, social partners and agencies that have a key role in employment creation. The Ministry shall work closely with the National Planning Authority, the ministries responsible for Finance Planning and Economic Development, Tourism Trade and Industry, Local Governments, Education and Sports, Works and Transport, Agriculture, Animal Industries and Fisheries, Energy and Mineral Development, Information and Communication Technology, to ensure the integration of employment issues in the implementation of the National Development Plan and the National Core Projects of the National Development Plan.</p> <p>The Ministry responsible for Labour shall specifically undertake the following responsibilities: i. Developing the Programme of Action on Employment. ii. Providing guidelines for mainstreaming employment issues in other policies, programmes and plans. iii. Ensuring availability of timely and quality labour market information. iv.</p>

Establishing a detailed, comprehensive and up-to-date National Occupational Classification and Industrial Standard Classification systems. v. Building capacity and providing support supervision to district based staff. vi. Co-ordinating the development of the National Strategic Framework for Social Assistance. vii. Ensuring provision of social protection for all workers. viii. Enhancing coordination, dialogue and collaboration with social partners.

The Ministry responsible for Finance, Planning and Economic Development shall be responsible for ensuring that freely chosen and productive employment is a priority goal of all national economic and social policies. Specifically the ministry shall: i. Ensure availability of financial resources and budget for employment interventions. ii. Attract and guide on employment generating investments. iii. Provide incentives to investments, which create employment opportunities.

The Ministry responsible for Education and Sports shall ensure that the education system provides for acquisition of basic individual skills and competences relevant to self or paid employment. Special efforts will be made to narrow the large gap between the basic education of rural girls in poor households and the education of all other children.

The Role of the Uganda Bureau of Statistics is mandated to collect, process, analyze and interpret national statistics. The bureau shall work closely with the Ministry responsible for Labour and other line Ministries to generate timely and quality labour and employment statistics. The questions on labour in the National Household Surveys shall be revised and expanded and new surveys of vulnerable workers shall be planned in collaboration with the Ministry responsible for Labour and social partners.

As a coordinating body of the planning processes in the country, the National Planning Authority (NPA) shall ensure that labour and employment matters are incorporated in the national development plans and mainstreamed in the sectoral plans. The NPA shall also ensure that private sector and civil society organisations contribute to the implementation of the Employment Policy. The NPA shall monitor and track the contribution of the different actors and its impact on the whole economy.

	<p>Each local government shall: i. Ensure recruitment of officers responsible for labour and employment. ii. Promote community contracting in construction and maintenance of local infrastructure. iii. Collect, store and disseminate labour market information. iv. Mobilise resources within the districts. v. Create a mechanism for planning and coordinating labour and employment matters Other ministries, departments and agencies Other government ministries, departments and agencies shall integrate employment concerns in their policies, programmes and plans.</p> <p>The Federation of Uganda Employers (FUE) and Labour Unions as social partners shall co-operate with the ministry responsible for labour and other relevant bodies in monitoring the achievement of the objectives of this policy and in dissemination. Both employer associations and labour unions shall be encouraged to include a larger number of members from small-scale unregistered enterprises, including employers with one or two workers and casual/seasonal union members.</p> <p>The Government recognizes the role played by CSOs in supporting employment and income generating activities. To implement this policy CSOs shall contribute to research, building capacity of service providers, lobbying and advocacy, as well as provision of legal aid and counseling services.</p>
<p>3. Are coordination and cooperation mechanisms in place? If so, describe how they work.</p>	<p>The yet to be established National Employment Council will coordinate, guide, streamline and monitor efforts towards implementation of this policy. Membership to this Council shall be at Permanent Secretary or Chief Executive Officer level and drawn from the following Ministries, Departments and Agencies: The Ministry responsible for Gender, Labour and Social Development [Chairperson and Secretariat]. Membership shall be drawn from:</p> <p>Membership of the National Employment Council is drawn from:-</p> <ol style="list-style-type: none"> i. The Ministry responsible for Finance, Planning and Economic Development ii. The Ministry responsible for Public Service

	<ul style="list-style-type: none"> iii. The Ministry responsible for Agriculture, Animal Industry and Fisheries iv. The Ministry responsible for Tourism, Trade and Industry v. The Ministry responsible for Works and Transport vi. The Ministry responsible for Education and Sports vii. The Ministry responsible for Local Governments viii. The Ministry responsible for Health ix. The Ministry responsible for Foreign Affairs x. The Ministry responsible for Lands, Housing and Urban Development xi. The Ministry responsible for Internal Affairs, Immigration Department xii. The Ministry responsible for Energy and Mineral Development xiii. The Ministry responsible for Information Communication and Technology xiv. The Ministry responsible for East African Community (EAC) xv. The National Planning Authority The Uganda Bureau of Statistics xvi. The Uganda Investment Authority The Federation of Uganda Employers (FUE) xvii. The National Organisation of Trade Union (NOTU) xviii. The Central Organisation of Free Trade Unions (COFTU) xix. Enterprise Uganda (Ltd)
<p>4. Is interdependence between levels clear? If so, please describe what interdependency exist between the different actors.</p>	<p>The Policy objectives are as follows: i. To promote macro-economic policies and investment strategies for employment creation. ii. To increase productivity, competitiveness and employability of the labour force, especially the youth and other most vulnerable members of the labour force. iii. To promote in-employment skills development, training and apprenticeships and or internships, especially for the youth. iv. To promote purposeful and functional vocational and technical skills training. v. To ensure availability of reliable and timely labour market information, especially for those sectors of</p>

	<p>the labour market employing the poor and vulnerable women. vi. To promote and protect the rights and interests of workers in accordance with existing labour laws and fundamental labour standards.</p> <p>Government shall take the overall responsibility for the implementation of the policy with the participation of other actors, including, the private sector, employers' and workers' organizations, development partners, NGOs, CBOs, communities as well as individuals. Government shall endeavor to mobilize requisite resources, coordinate national and international efforts, and ensure harmonization of relevant interventions in line with the policy. Government shall publicize this policy and also put in place the enabling legislation.</p> <p>The policy is anchored on key Government policies and legislation such as the National Vision 2025, the National Development Plan, the National Constitution and other relevant legislation.</p> <p>In short, each actor's role complements the others'.</p>
<p>5. Are there processes for dialogue eg social partnership, employers' platforms, non-profit organisations network? If so, please elaborate further.</p>	<p>The main body for social dialogue has been the Labour Advisory Board whose role is to advise the Minister on matters relating to employment and industrial relations, ILO matters, vocational guidance and training, implementation of Child Labour Policy, HIV and AIDS at Work Policy and the National Employment Policy, regulation of employment agencies and bureaus, and overseeing of the dispute resolution process. Employers and unions both consider that labour inspection services could and should be strengthened, but the Advisory Board does not regularly address labour inspection issues.</p> <p>Some districts have regular meetings with the social partners.</p>